

## SHYAMAL S. PANDYA

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### EDUCATION

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#### Doctor of Philosophy (Ph.D.), Texas A&M University, College Station, TX, USA

Educational Human Resources Development, 2026

*Dissertation: Artificial Intelligence in Medical Practice: A Phenomenological Study of Physicians' Lived Experiences*

#### Graduate Certificate, Texas A&M University, College Station, TX, USA

College Teaching, 2024

#### Graduate Certificate, Texas A&M University, College Station, TX, USA

Education and Social Sciences Advanced Research Methods, 2024

#### Master of Science (M.S.), Texas A&M University, College Station, TX, USA

Business, 2017

#### Bachelor of Science (B.S.), Texas A&M University, College Station, TX, USA

Economics, 2016

*Minor cognate:* Business Administration

### ACADEMIC APPOINTMENTS

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#### Jackson State University

*Assistant Professor (Tenure Track)*

Jackson, Mississippi

January 2026 – Present

### PROFESSIONAL EXPERIENCES IN INDUSTRY

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#### Texas A&M University

*Graduate Assistant*

College Station, Texas

January 2025 – May 2025

#### Five Rivers Hospitality

*General Manager*

College Station, Texas

February 2022 – February 2025

#### Wyndham Hotels & Resorts

*Assistant General Manager*

College Station, Texas

March 2018 – January 2022

### PUBLICATIONS

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Pandya, S. S., Henderson, T., Shirazi, H. P., & Beyerlein, M. M. (2025). ARTIFICIAL INTELLIGENCE IN ORGANIZATION DEVELOPMENT: A SCOPING REVIEW. *Performance Improvement Quarterly*, 00(00), 1–14. <https://doi.org/10.56811/piq-24-004>

Last updated February, 2026

**Pandya, S. S., & Wang, J.** (2024). Artificial intelligence in career development: a scoping review. *Human Resource Development International*, 27(3), 324–344. <https://doi.org/10.1080/13678868.2024.2336881>

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## WORKING RESEARCH PAPERS

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**Pandya, S. S., Shirazi, H. P., Henderson, T., & Beyerlein, M. M.** (Spring 2026). Artificial Intelligence In Training & Development: A Scoping Review. *International Journal of Training & Development* (under review)

**Pandya, S. S., & Roumell, E.A.** (Spring 2026). Regulatory Agility: Charting New Directions for HRD. *Performance Improvement Quarterly* (under review).

**Pandya, S. S.** (Spring 2026). Regulatory Foresight: Pioneering Proactive Compliance in HRD. *Performance Improvement Quarterly* (under review).

**Pandya, S. S., Kim, K., El Ahmadie, S., & Yoon, S.W.** (Spring 2026). Illuminating the Shadows of Dark Leadership: A Scoping Review to Invoke HRD Action. *New Horizons in Adult Education and Human Resource Development* (under review).

**Pandya, S. S., Ferreira dos Reis, G., & Pajand, A.** (Spring 2026). Artificial Intelligence in Coaching: A Scoping Review. *Human Resource Development Review* (under review).

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## CONFERENCE PRESENTATIONS

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**Pandya, S.S., & Gunasekara, N.** (2026). Artificial Intelligence (AI) and Workforce Transformation: Mapping the Role of HRD in Prompt Engineering. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA. [Refereed]

**Pandya, S. S., Shirazi, H. P., Henderson, T., & Beyerlein, M. M.** (2026). Artificial Intelligence (AI) in Training & Development: A Scoping Review. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA. [Refereed]

**Pandya, S.S., Pajand, A., & Ferreira dos Reis, G.** (2026). Artificial Intelligence (AI) Coaching: Shaping the Augmented Coaching Model. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA. [Refereed]

Ferreira dos Reis, G., & **Pandya, S.S.** (2026). Beyond Minimum Wage: A Conceptual Framework for Living Wage in Organizations. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA. [Refereed]

Kim, K.N., Ha, Y., **Pandya, S.S., & Yoon, S.W.** (2026). Skilling in the Age of AI: The Role of People Analytics and Human Resource Development Research. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA. [Refereed]

- Ha, Y., Kim, K.N., **Pandya, S.S.**, & Ko, E.H. (2026). Generative AI Literacy as a New Career Competency: A Conceptual Framework for HRD Practice. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA. [Refereed]
- Pandya, S.S.**, Kannan, S., & Gunasekara, N. (2025). Artificial Intelligence: Legal Risks, Regulations, and Implications for HRD. Presented at *the 2025 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA. [Refereed]
- Pandya, S.S.**, Ferreira dos Reis, G., & Pajand, A. (2025). Artificial Intelligence in Coaching: A Scoping Review. Presented at *the 2025 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA. [Refereed]
- Ferreira dos Reis, G., & **Pandya, S.S.** (2024). Social Media and Productivity at Work for Ph.D. Students: Scoping Review. Presented at *the 2024 University Forum for Human Resource Development Conference*, Lisbon, Portugal. [Refereed]
- Kim, K.N., Cho, H., **Pandya, S.S.**, & Ha, Y. (2024). Job-crafting and Work Engagement in Flexible Work: Implications for HRD. Presented at *the 2024 University Forum for Human Resource Development Conference*, Lisbon, Portugal. [Refereed]
- Pandya, S.S.**, Ferreira dos Reis, G., & Kim, K.N. (2024). Developing Tomorrow's Leaders: Exploring Ph.D. Students Experiences and Perspectives on Academic Leadership. Presented at *the 2024 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA. [Refereed]
- Pandya, S.S.**, & Kim, K.N. (2024). Exploring Ethical Horizons: A Scoping Review of AI in HRD. Presented at *the 2024 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA. [Refereed]
- Pandya, S.S.**, Kim, K.N., El Ahmadie, S., & Yoon, S.W. (2024). Unmasking the Shadows of Dark Leadership: A Scoping Review to Urge HRD Action. Presented at *the 2024 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA. [Refereed]
- Kim, H., & **Pandya, S.S.** (2024). Developing Healthcare Professionals: Opportunities for HRD. Presented at *the 2024 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA. [Non-Refereed]
- Pandya, S.S.**, & Wang, J. (2023). Artificial Intelligence in Career Development: A Scoping Review. Presented at *the 2023 University Forum for Human Resource Development Conference*, Dublin, Ireland. [Refereed]
- Pandya, S.S.**, & Wang, J. (2023). Organizational Injustice in the Workplace: A Scoping Review. Presented at *the 2023 University Forum for Human Resource Development Conference*, Dublin, Ireland. [Refereed]
- Pandya, S.S.**, & Wang, J. (2023). From General Damager to General Manager. Presented at *the 2023 Academy of Human Resource Development International Research Conference in the Americas*, Minneapolis, Minnesota, USA. [Refereed]

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## TEACHING

*I facilitate dynamic, student-centered learning environments that combine active engagement, real-world application, and inclusive dialogue to empower adult learners to take ownership of their education.*

**Instructor of Record**, EHRD 203 599: Foundations of Human Resource Development, Undergraduate Level, Online, Department of Educational Administration & Human Resource Development, Texas A&M University, Spring 2025

- Designed syllabus, assessments, and learning activities aligned with department learning outcomes and adult learning principles.
- Developed interactive learning experiences, including discussions, quizzes, group projects, and a capstone training plan project.
- Received faculty mentor observation noting “high content knowledge, leadership, and trustworthiness” and recommending for future teaching opportunities.
- Earned praise for maintaining course currency, ensuring realistic pacing, fostering active student engagement, and providing timely, supportive feedback that advanced learning outcomes.

**Instructor of Record**, EHRD 405 598: Principles and Practices of Leadership in Human Resource Development and Technology Management, Undergraduate Level, Online, Department of Educational Administration & Human Resource Development, Texas A&M University, Spring 2025

- Created full course syllabus, assignments, and grading rubrics to meet program learning objectives.
- Integrated real-world leadership case studies and interactive discussion boards to connect theory with professional practice.
- Provided individualized feedback and support, fostering student engagement and application of leadership concepts to diverse workplace contexts.

**Guest Speaker**, EHRD 203 502: Foundations of Human Resource Development, Undergraduate Level, Face-to-Face, Instructor: Kyung Nam Kim, Department of Educational Administration & Human Resource Development, Texas A&M University, Spring 2025

**Guest Speaker**, EHRD 210 500: Legal & Ethical Environment in Human Resource Development, Undergraduate Level, Face-to-Face, Instructor: Aynur Charkasova, Department of Educational Administration & Human Resource Development, Texas A&M University, Fall 2024

**Guest Speaker**, EHRD 658 600: Writing Literature Reviews for Empirical Research in Education, Doctoral Level, Face-to-Face, Instructor: Jia Wang, Department of Educational Administration & Human Resource Development, Texas A&M University, Fall 2024

**Guest Speaker**, HMG'T 352 500: Hotel and Resort Operations, Undergraduate Level, Face-to-Face, Instructor: Daniel Eichler, Department of Hospitality, Hotel Management, and Tourism, Texas A&M University, Fall 2023

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## SERVICE & PROFESSIONAL MEMBERSHIPS

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**Associate Track Chair Editor**, Organization Development, Change, and Performance Track, Academy of Human Resource Development International Research Conference in the Americas, 2026

**Member at Large (Professional & Academic), Committee Member**, Scholar-Practitioner Special Interest Group (SIG), Academy of Human Resource Development International Research Conference in the Americas, 2026

**Reviewer**, Virtual HRD, Technology, and AI Track, Academy of Human Resource Development International Research Conference in the Americas, 2026

**Reviewer**, Leadership Track, Academy of Human Resource Development International Research Conference in the Americas, 2026

**Reviewer**, Organization Development, Change, and Performance Track, Academy of Human Resource Development International Research Conference in the Americas, 2025

**Reviewer**, Virtual HRD, Technology, and AI Track, Academy of Human Resource Development International Research Conference in the Americas, 2025

**Reviewer**, Leadership Track, Academy of Human Resource Development International Research Conference in the Americas, 2024

**Reviewer**, Leadership Track, Academy of Human Resource Development International Research Conference in the Americas, 2023

**Member**, Academy of Human Resource Development, September 2021 – Present

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## **CERTIFICATIONS & SPECIALIZED SKILLS**

**Certifications:** Texas A&M University Certified Training Professional, CIRTL Associate-Fellow of the Academy for Future Faculty

**Technical Skills:** STATA, SPSS, R, SQL, Social Network Analysis (SNA)

**Trilingual:** English, Gujarati, and Hindi; Conversational Proficiency in Spanish

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## **REFERENCES**

**Dr. Jia Wang**, Professor, College of Education & Human Development, Texas A&M University  
[jjawang@tamu.edu](mailto:jjawang@tamu.edu)

**Dr. Seung Won Yoon**, Professor, College of Education & Human Development, Texas A&M University  
[swyoon@tamu.edu](mailto:swyoon@tamu.edu)

**Dr. Elizabeth Roumell**, Professor, College of Education & Human Development, Texas A&M University  
[earoumell@tamu.edu](mailto:earoumell@tamu.edu)

**Dr. Shrihari Sridhar**, Senior Associate Dean, Mays Business School, Texas A&M University  
[ssridhar@mays.tamu.edu](mailto:ssridhar@mays.tamu.edu)

**Dr. William Sage**, Professor, School of Law, Naresh K. Vashisht College of Medicine, Texas A&M University  
[william.sage@tamu.edu](mailto:william.sage@tamu.edu)

**Dr. Michael Dewsnap**, Assistant Professor, Naresh K. Vashisht College of Medicine, Texas A&M University  
[dewsnap@tamu.edu](mailto:dewsnap@tamu.edu)

**Dr. Michael Beyerlein**, Professor Emeritus, College of Education & Human Development, Texas A&M University  
[beyerlein@tamu.edu](mailto:beyerlein@tamu.edu)